



Twin Falls School District #411

District Framework “Pay for Performance”

Local Shares Distribution

Statement of Purpose: To reward excellence in the Twin Falls district schools, the district will implement a Pay for Performance Plan. The plan rewards certified personnel on a district-wide, grade/department level basis based on the following:

- Timely completion of the elementary fall IRI and MAZE assessments.
- Timely completion of a Student Achievement/Growth Support Plan.
- K-3 student achievement based on spring IRI outcomes.
- 4-5 student achievement/growth based on spring MAZE outcomes.
- 6-12 teacher syllabus, curriculum calendar and End of Course Assessment (EOC) submission
- 6-12 EOC Department Averages

Timely Completion of Elementary Fall Assessments

Elementary classroom teachers may be eligible to receive 0.3 local shares by insuring Fall IRI/MAZE assessments are completed by the district data day each year.

6-12 Secondary Teacher Submission

Submit course syllabus and curriculum calendar (pacing guide) to the District Office by 9/6/2011.

Submit completed course EOCs to district office by 10/15/2011.

Timely Completion of Student Achievement/Growth Support Plan

By the district data day each year, district, certified personnel (see list below) may be eligible to receive 0.3 local shares by submitting a **principal-approved** detailed Student Achievement/Growth Support Plan. This plan will outline their individual efforts in assisting general education teachers with student achievement/growth. They may earn up to 0.7 shares by helping meet building averages through the implementation of their principal- approved plan.

Certified personnel are defined as:

- Special Education Teachers
- Ell Teachers
- Secondary Librarians
- Instructional Coaches
- Counselors
- Psychologists
- Speech Pathologists
- Extended Resource (ERC) Teachers At All Levels
- Social Workers
- Mental Health Clinician
- Building Administrative Team
- Elementary Physical Education Teachers
- Elementary Music Teachers
- Elementary Fifth Block Teachers
- Elementary and Middle School Title I Teachers

K-3 Student Achievement

Local shares may be earned based on a calculated percentage of the district-wide, grade-level, previous 3-year IRI averages.

Grade level shares are determined by the following percentages: (see the attached chart)

0.7=95% of the 3-year average

0.5=90% of the 3-year average

0.3=85% of the 3-year average

0.1=80% of the 3-year average

4-5 Student Achievement/Growth

Local shares may be earned based on a calculated percentage of the district-wide, grade-level MAZE assessment.

See chart below:

4th-5th MAZE Fall to Spring (based on CORE benchmarks)

0.70 share 80% of students are proficient or grow 3 points from fall to spring

0.50 share 70% of students are proficient or grow 3 points from fall to spring

0.30 share 30% of students are proficient or grow 3 points from fall to spring

0.10 share 10% of students are proficient or grow 3 points from fall to spring

Secondary EOC Department Averages

Local shares may be earned based on a calculated percentage of the department EOC average scores (see attached chart).

Twin Falls School District's Pay for Performance Plan for Building-Level Administrators

By the district data day each year, building level administrators may be eligible to receive 0.3 local shares by submitting a district-approved detailed Student Achievement/Growth Support Plan. This plan will outline their individual efforts in assisting building certificated staff with student achievement/growth. They may earn up to 0.7 shares based on equal proportions of department/grade level earned shares.

The proportional 0.7 shares of elementary building level administrators will be calculated using the number of grade levels within their building.

The proportional 0.7 shares of secondary building level administrators will be calculated using the number of departments within their building.

GOAL: It is the philosophy of the Twin Falls School District that our Pay for Performance Plan is a district-wide, collaborative effort.

P4P Plan – EOC Averages

First Semester

0.3 Share earned based on completing the following for **EACH** course taught.

Item:	Due By:
Syllabus	9/6/2011
Curriculum Calendar	9/6/2011
EOC	10/15/2011

This share value is ALL or NONE by individual teacher.

Second Semester

Middle School Summary

Department	# of Tests	**Average	95%	90%	85%	80%
			0.7 Share	0.5 Share	0.3 Share	0.1 Share
Ag/Manufacturing	22	66.3	63	60	56	53
Art	235	83.6	79	75	71	67
Business	56	88.4	84	80	75	71
FCCLA	147	99.7	95	90	85	80
IT	89	92.1	87	83	78	74
Language Arts	2013	76.7	73	69	65	61
Math	1069	67.9	64	61	58	54
Music/Drama	618	94.4	90	85	80	76
Physical Education	943	78.7	75	71	67	63
Science	1402	79.6	76	72	68	64
Social Studies	1425	80.3	76	72	68	64

High School Summary

Department	# of Tests	**Average	95%	90%	85%	80%
			0.7 Share	0.5 Share	0.3 Share	0.1 Share
Ag/Manufacturing	108	73.4	70	66	62	59
Art	384	83.0	79	75	71	66
Business	636	81.1	77	73	69	65
FCCLA	232	80.1	76	72	68	64
Information Tech	121	87.9	84	79	75	70
Language Arts	2422	77.0	73	69	65	62
Math	1574	65.7	62	59	56	53

Music/Drama	502	94.3	90	85	80	75
Physical Education	959	79.8	76	72	68	64
Science	1744	75.0	71	68	64	60
Social Studies	1589	77.2	73	69	66	62
World Languages	581	79.4	75	71	67	64

**This is the combined average score from ALL EOCs in the department at ALL schools

Twin Falls School District Pay for Performance Elementary Plan Local Share Distribution Chart

**.3 share earned by ensuring fall IRI/MAZE is administered
by data day (September 23, 2011)**

K-3rd IRI - Spring (based on state benchmarks)

Twin Falls School District Spring IRI Scores:

	Kinder	1st	2nd	3rd
2009	85.69%	77.86%	82.53%	79.01%
2010	91.61%	79.60%	77.62%	82.41%
2011	87.39%	76.05%	77.45%	77.15%
Average	88.23%	77.84%	79.20%	79.52%

Distribution of shares based on percentage of TFSD 3-year, Spring IRI average:

	Kinder	1st	2nd	3rd
0.7 (95% of average)	84%	74%	75%	76%
0.5 (90% of average)	79%	70%	71%	72%
0.3 (85% of average)	75%	66%	67%	68%
0.1 (80% of average)	71%	62%	63%	64%

4th-5th MAZE - Fall to Spring (based on CORE benchmarks)

Distribution of shares based on percentage of student

achievement/growth on MAZE fall to spring:

0.70	80% of students are proficient or grow 3 points from fall to spring
0.50	70% of students are proficient or grow 3 points from fall to spring
0.30	60% of students are proficient or grow 3 points from fall to spring
0.10	50% of students are proficient or grow 3 points from fall to spring